

## C8<sup>Q&As</sup>

Business Acumen for Compensation Professional

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**QUESTION 1**

What is the primary reason why a compensation professional working for a multinational company should understand regulatory requirements and application of rewards globally?

- A. Because legal compliance with compensation-related regulations is the responsibility of the compensation department
- B. Because the compensation professional has a fiduciary responsibility to ensure that the financial resources of their organization are spent in a prudent manner
- C. Because it is possible to pay significantly less for talent in different countries and compensation should advise management on when and where to locate various jobs within the company
- D. They shouldn't. Due to the complexities of global regulations and practices, compensation administration outside of the home country should be outsourced.

Correct Answer: B

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**QUESTION 2**

Regarding presentations to executives, which of the following is most accurate?

- A. Keep them brief
- B. Use multiple media
- C. Include all details related to the issue
- D. Leave backup data out of the presentation so there is time to develop an effective response to unexpected questions

Correct Answer: A

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**QUESTION 3**

What metric should compensation professionals pay closest attention to for ensuring alignment between the compensation strategy and the HR and business strategies?

- A. Variable pay costs as a percent of total compensation
- B. Total compensation expense for the business, including base pay and variable pay
- C. Reward costs as a percent of total operating costs
- D. The organization's market compa-ratio

Correct Answer: C

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**QUESTION 4**

What statement is most accurate regarding communication of compensation information?

- A. Compensation professionals should anticipate the level of the audience and tailor messages to their needs.
- B. Compensation terms and practices are unclear to most individuals who do not work in this area and communication should be tailored to the least informed member of the target audience.
- C. The ready availability of information online has made it unnecessary for compensation professionals to tailor messages since individuals can research terms and concepts after the fact if they don't understand a communication.
- D. Compensation terms are well-known and easily understood by most stakeholders.

Correct Answer: A

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#### QUESTION 5

What choices are most commonly faced by companies in the decline phase of the business lifecycle?

- A. Whether to improve productivity, obtain new operating capital or generate new sales growth
- B. Whether to reinvest in existing products, create new products or maximize profits with current products as long as possible
- C. Whether to acquire competitors with greater market share or merge with more successful companies
- D. Whether to increase sales, maximize distribution capacity or increase efficiency to meet growing demand

Correct Answer: B

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